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# INTRODUCTION

- Andrew Molthan
  - Ph.D., Atmospheric Science, UAH (2009)
  - M.S., Geosciences/Meteorology, Nebraska (2005)
  - B.S., Meteorology-Climatology, Nebraska (2003)
- Personal pronouns: He/Him, His
- He, partner and a dog ... 80s kid, game shows, video games, Netflix... sarcasm and chocolate are vices
- Work experience: fast food, retail, GRA, defense contractor, then more GRA and joined NASA in 2008 ... worked on SPoRT, (+8 mo. detail), and now Disasters
- Publications ranging from NWP/microphysics to satellite remote sensing
- Numerous peer, directorate, Agency and Center awards for broad range of technical and leadership commendations



# WHY AM I HERE TODAY?

## Summary

The Earth Science Branch, Science Research and Projects Division of the Science and Technology Office (STO) at Marshall Space Flight Center (MSFC) is seeking an individual to serve as Deputy Branch Chief to assist in directing an organization which conducts Earth and atmospheric science research, applications, and technology development for societal benefit.

## Responsibilities

- Do you have a strong desire to lead, inspire and develop people? Do you want your career to leave an enduring impact on others? Do you have a passion for scientific discovery and leadership?
- We recognize the vital role that supervisors play to empower our diverse workforce to achieve goals. At NASA, supervisors must have a unique combination of technical competence, individual energy, and the ability to connect with and motivate others.
- In return, we offer a range of missions and people to support, where you'll have the opportunity to contribute to work that matters while helping us create and sustain an environment that fosters connection, engagement, teamwork and innovation.
- This position offers a unique opportunity to contribute to work that matters while helping the Earth Science Branch at MSFC create and sustain an environment that fosters connection, engagement, teamwork and innovation for Earth science research.
- Overview: Assist Branch management in providing technical and administrative direction to subordinate employees.



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Lead  
Empower  
Create  
Contribute  
Supervise

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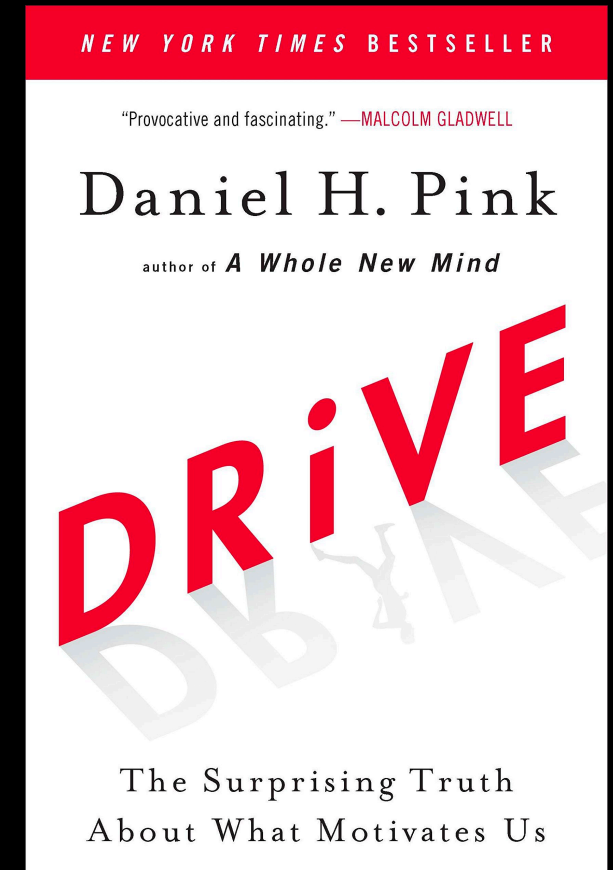


# GOAL

- My goal:
  - Create an equitable and psychologically safe environment where teams and individuals can thrive (*professionally, personally, physically, and mentally...*)
  - Psychological Safety: “opportunity to show and employ one’s self without fear of negative consequences to self-image, status, or career...” (Kahn 1990)

# MOTIVATION

- For technically-minded jobs, when all other needs have been addressed, Daniel Pink synthesizes a broad volume of research to **three** requirements:
- Autotomy
  - Opportunity for self-direction in tasks, techniques, time, and teams
- Mastery
  - Relentless pursuit of “perfection” in some skill or knowledge area, an *autotelic* activity
- Purpose
  - The “activation energy” for living; a desire to contribute to a greater good



# ORGANIZATIONAL ROLES IN A/M/P

- Autonomy
  - Ensure a smooth functioning organization; transparency for informed decision-making; provide for the “weed and feed” in stakeholder relationships; play “Missile Command” and shoot down the annoying stuff; wield rules and regulations to maximize benefits to individual employees and their teams
- Mastery
  - Assist employees in development plans; seek meaningful growth opportunities in technical and non-technical areas; sustain relationships that bring complementary and new skills through building and maintaining their teams
- Purpose
  - Provide opportunities for activities of personal value such as mentoring, community service, activities in professional societies, acknowledge through highly visible award opportunities and other forms of personal recognition



# MANAGEMENT

- Tangibles
  - Turn the gears of government and the organization...
  - Wield rules and regulations to maximize employee satisfaction
  - Keep people safe: physically
  - Keep people safe: legally
  - Meet requirements of internal and external organizations
  - Preserve and protect resources

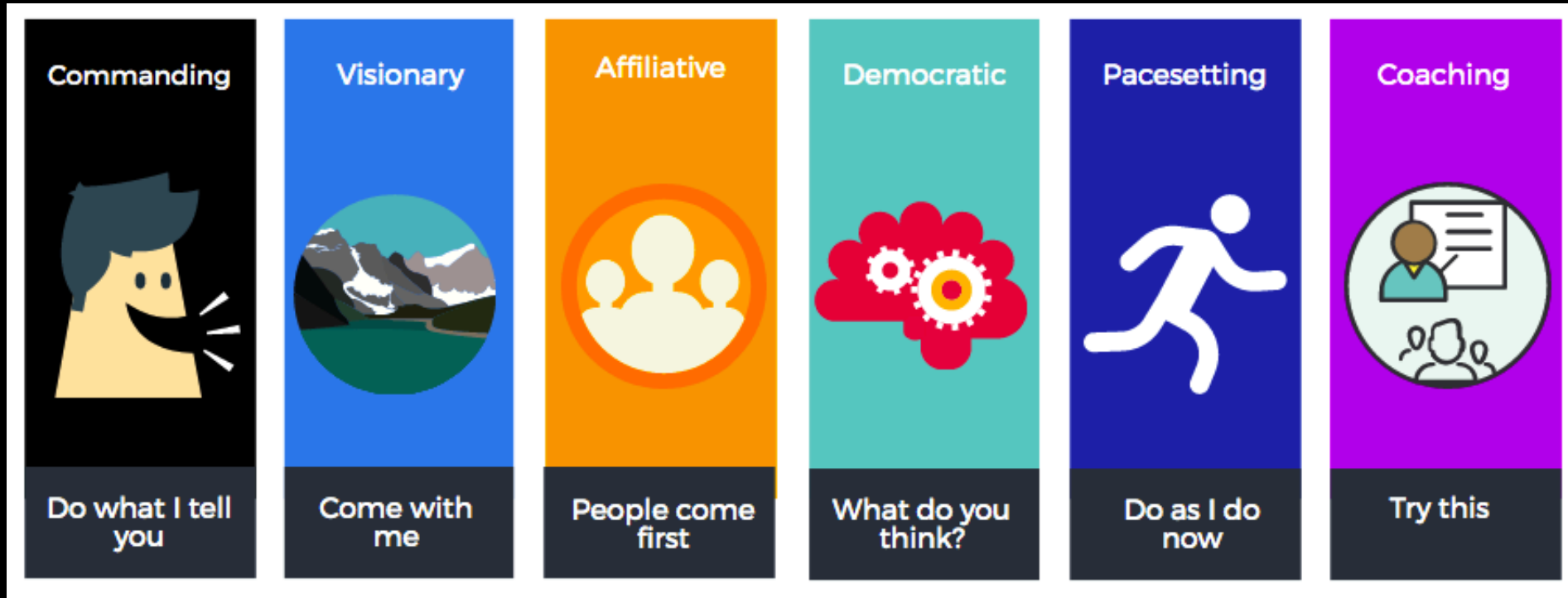


# LEADERSHIP

- Intangibles
  - Stewardship of us + collaborators
  - Advocacy for the needs of immediate employees and by extension our collaborative environments locally, regionally, and globally
    - (20+ CS) x (5:1 WYE) x (2.5:1 Family) x (2-3:1 at HQ) x (2-3:1 at MSFC) ...
  - Support for employees across all phases of life and career
  - Encourage branch and organizational functions that foster and improve collaboration

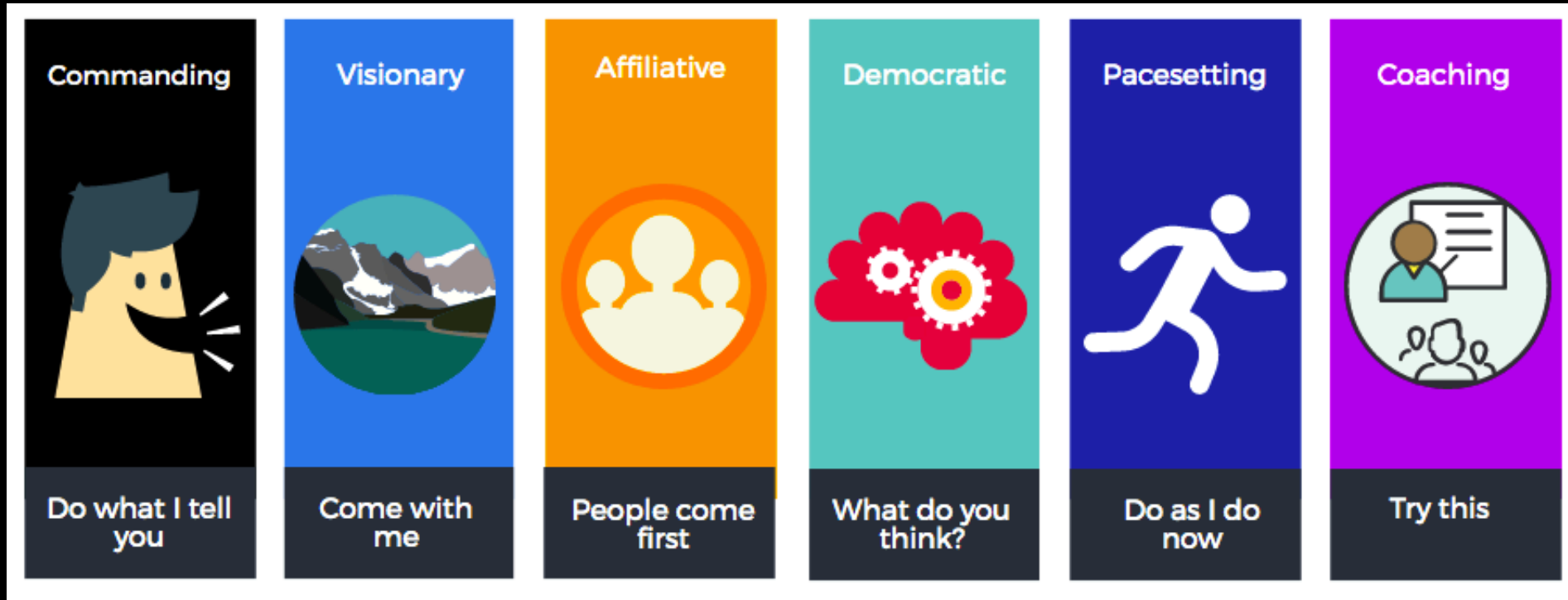


# SIX STYLES (GOLEMAN, HBR, 2000)





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Impact on Workplace Climate (per Gallup)

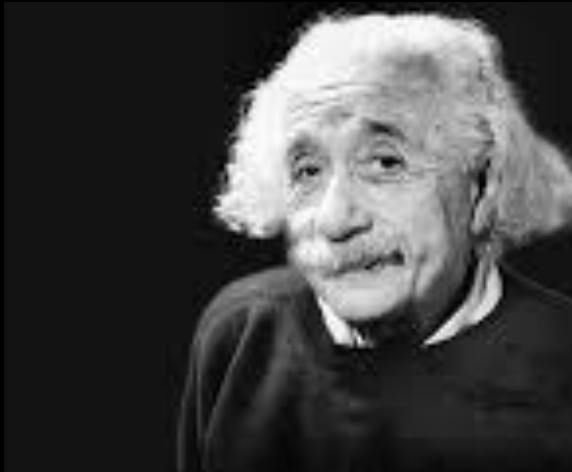
# DIVERSITY AND INCLUSION

- Diversity: Being invited to the party
- Inclusion: Wanting to hang out with those people again
- We should look for opportunities to challenge our thoughts and perspectives, be conscious about unconscious bias, and work to ensure full participation of everyone who wants to participate in our discipline
- Without emphasis on D&I, “psychological safety” is lacking:
  - Psychological Safety: “opportunity to show and **employ one’s self** without fear of negative consequences to self-image, status, or career...” (Kahn 1990)

# CLOSING HUMOR

Insanity: doing the same  
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Albert Einstein

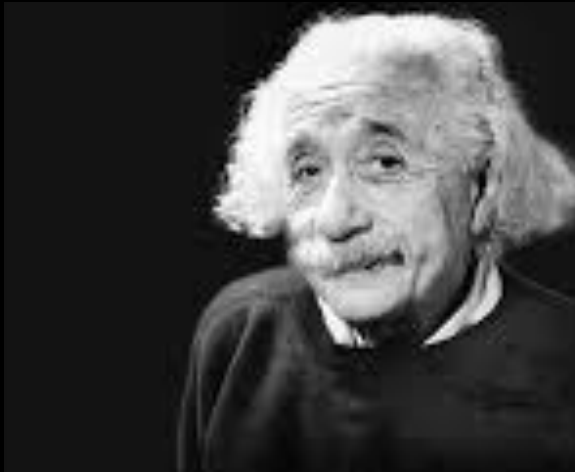




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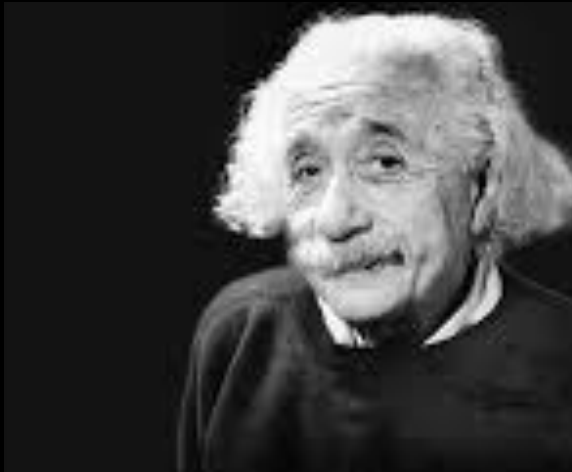
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Paul Tatum, formerly of ST11

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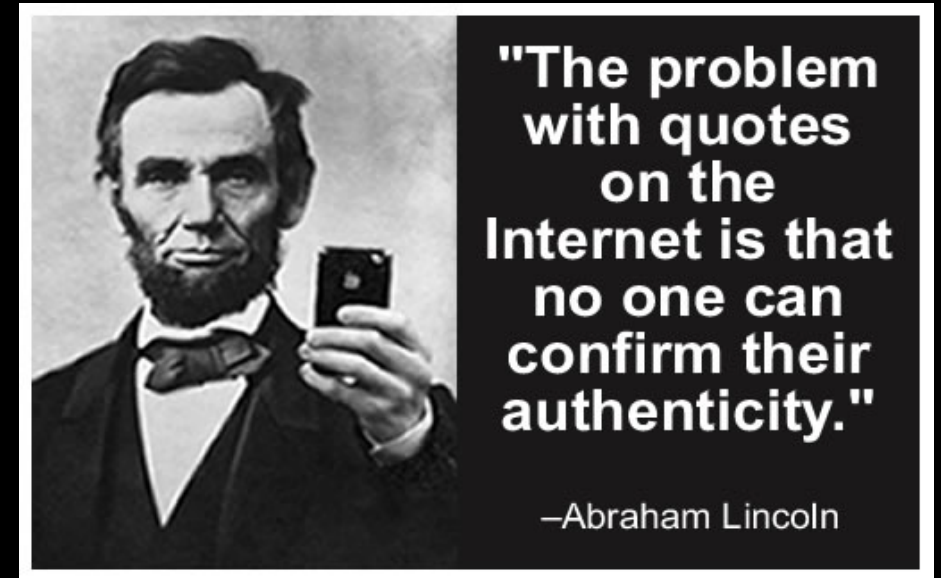
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"Einstein's quote" is actually from mystery novelist Rita Mae Brown in a 1983 novel, while P. Tatum quote is believed to be authentic...